

## Gender Pay Gap Report 2018

This report provides the statutory information that Central RSA Academies is required to publish relating to gender pay gap. All organisations with more than 250 staff are required to publish this. This is the second report published with the snapshot date of the first report relating to 31 March 2017, and this report relating to 31 March 2018. At the snapshot date of this report the Trust was made up of RSA Academy Arrow Vale, Ispley RSA, Churchill RSA, Abbeywood RSA Academies and RSA Academy Tipton. There were 460 employees at that time across the five schools and central team.

The requirements of the reporting are across 6 measures:

1. Mean gender pay gap
2. Median gender pay gap
3. Mean bonus gender pay gap
4. Median bonus gender pay gap
5. Proportion of males and females receiving a bonus
6. Proportion of males and females in each quartile band.

### Equal pay is not gender pay gap

It should be noted that Gender Pay Gap is not the same as unequal pay. Gender Pay Gap is the difference between hourly earnings of men and women working across the trust, and Equal pay is ensuring that men and women are paid the same for comparative work.

Nationally, the Gender Pay Gap for all employees was women earning 18.1% less than men in 2016 (ONS 2016).

“It is important to understand that the figures do not show the difference in rates of pay between women and men doing the same job, but rather an average of what people are earning across an occupation” (Telegraph commentary).

<https://www.telegraph.co.uk/men/thinking-man/how-can-we-get-more-men-to-become-teachers/>

### Gender Pay Gap at CRSAAT

The mean gender pay gap at 31 March 2018 was women earning 17.6% (2017: 24.3%) less than men. The median gap was 17.8% (2017: 29.5%). We are confident in both reporting periods that this is not a result of unequal pay, but rather the distribution of roles between male and female employees. The significant year on year drop is very likely to be the pay awards for teaching staff being lower than the award for support staff. Support staff account for the majority headcount (note the Gender Reporting takes no account of contract hours or full-time equivalent staff numbers) and include low hours posts and unskilled labour, societally populated and applied for by females.

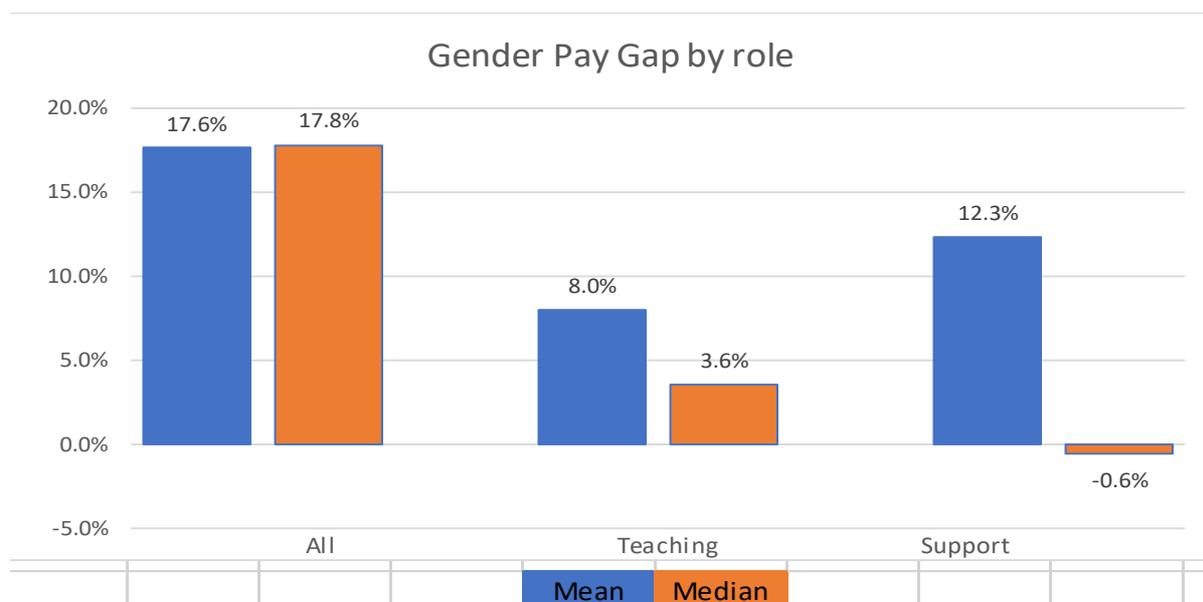
This pattern is also showing in the quartile reporting where the weighting to female is heavy until you reach the upper quartile where it reduces to 65.2% female.

### Reportable Data

	31 March 2017		31 March 2018	
	Mean	Median	Mean	Median
Gender Pay Gap	24.3%	29.5%	17.6%	17.8%
Gender Bonus Gap	0	0	0	0

Quartile	31 March 2017		31 March 2018	
	Female	Male	Female	Male
Lower	85.7%	14.3%	78.4%	21.6%
Lower Middle	83.3%	16.7%	79.1%	20.9%
Upper Middle	76.9%	23.1%	70.6%	29.4%
Upper	67.9%	32.1%	65.2%	34.8%

## Contextual Data



Teaching	31 March 2017		31 March 2018	
	Female	Male	Female	Male
Lower	75.9%	21.4%	68.0%	32.0%
Lower Middle	79.3%	20.7%	77.4%	22.6%
Upper Middle	71.4%	28.6%	68.1%	31.9%
Upper	60.7%	39.3%	58.0%	42.0%

Support	31 March 2017		31 March 2018	
	Female	Male	Female	Male
Lower	85.7%	14.3%	82.7%	17.3%
Lower Middle	87.8%	12.2%	68.0%	32.0%
Upper Middle	81.6%	18.4%	86.4%	13.6%
Upper	75.5%	24.5%	68.3%	31.7%

Here is a link to a report published 7 March 2019 by The Guardian which includes a section on MATS who have already published their second reporting year of data: <https://www.theguardian.com/world/2019/mar/07/gender-pay-gap-figures-50-percent-made-progress>.

We confirm that the gender pay gap calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information Regulations 2017)